DOCUMENT RESUME

ED 100 280 HE 006 184

TITLE	Faculty Salaries in Washington Public Higher Education, 1975-77.
INSTITUTION	Washington State Council on Higher Education, Olympia.
PUB DATE	2 Dec 74
NOTE	43p.
EDRS PRICE	MF-$0.75 HC-$1.85 PLUS POSTAGE
DESCRIPTORS	Community Colleges; Comparative Analysis; Educational Finance; *Faculty; *Higher Education; *Salaries; *State Colleges; State Universities; *Teacher Salaries; Teaching Load
IDENTIFIERS	*Washington

ABSTRACT

Faculty salaries in Washington public higher education, 1975-77, are reviewed emphasizing salary levels, faculty purchasing power, and comparisons with other 4-year colleges and universities. Findings indicate: (1) The increase in inflation has eliminated any real salary increases for the average faculty member. In many cases, there have been substantial decreases in salary in terms of constant dollars. However, faculty productivity, when measured by credit hour loads, has increased. (2) The 4-year Washington institutions faced increasing competitive problems, since salaries now lag behind the weighted average of the seven comparison states by an average of 12.5%. As a result of these and other findings, the Council on Higher Education recommended that faculty salaries be raised by approximately 9% beginning January 1, 1975 for the 1975-76 academic year; and that a third increase to meet further cost of living increases be made effective July 1, 1976. (MJM)

ED100220

HE 006 184

Council on Higher Education

State of Washington

BEST COPY AVAILABLE

FACULTY SALARIES

IN WASHINGTON

PUBLIC HIGHER EDUCATION

1975-1977

U S DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

ED100280

FACULTY SALARIES

IN

WASHINGTON PUBLIC HIGHER EDUCATION

1975-77

Council on Higher Education

December 2, 1974

FACULTY SALARIES
IN
WASHINGTON PUBLIC HIGHER EDUCATION
1975-77

At its October meeting, the Council on Higher Education directed the staff to review the condition of faculty salaries in the state's community colleges, state colleges and universities and prepare findings and recommendations. This report reviews the proposals made by the Council of Presidents and the State Board for Community College Education and includes comparisons with various measures of competition and the effect of past, present and anticipated increases in the cost of living.

It is the opinion of the staff that no single budgetary item affecting higher education has as high a priority as salary increases. This opinion was voiced in each budget hearing by institutional presidents and the director of the community college system. The salary problem is not unique to higher education and Governor Evans has indicated on a number of occasions that salary increases for state employees is his top budget priority.

After reviewing the preliminary staff report, the Council adopted the following resolution:

> Resolved: That the staff report on faculty salaries be accepted subject to further minor refinement by the staff and, Further Resolved, that the Council on Higher Education recommends that faculty salaries be raised by approximately 9% beginning January 1, 1975, that a further increase of at least 11% be made effective July 1, 1975 for the 1975-76 academic year and that a third increase to meet further cost of living increases (estimated at not less than 8%) be made effective July 1, 1976. It is further strongly recommended that legislative funding of higher education salaries provide for increases every year as rapid increases in the cost of living make biennial increases inadequate.
>
> If responsible budget reductions do not provide adequate resources to provide salary increases of this magnitude, the Council supports the enactment of new or additional taxes or other revenue sources, sufficient to meet this recommendation.

FINDINGS

Cost of Living

1. The consumer price index reached 151.9 in September 1974, 12.1% above the same month in 1973. On a fiscal year basis, the 1973-74 year cost of living was nine percent higher than 1972-73.

2. We estimate that the bite of inflation will increase, on a fiscal year basis, by 11.4% with anti-inflation measures slowly taking effect and reducing the percentage increase to 9.5 and 8.0 percent in the two years of the coming biennium.

3. The increase in inflation has eliminated any real salary increases for the average faculty member. In many cases, there have been substantial decreases in salary, in terms of constant dollars. Faculty productivity, when measured by credit hour loads, has increased however.

4. Average salaries and wages in the private sector have increased faster than the cost of living, resulting in a gain of nearly 10 percent in constant dollars since 1967.

Competition and Comparisons

1. The four-year institutions face increasing competitive problems since salaries now lag behind the weighted average of the seven comparison states by an average of 12.5%, a level similar to the critical position of two years ago. In addition, future increases in the comparison states are likely to be higher than in the past due to inflationary pressures.

2. The seven state group still relates closely to the nation when weighted by the rank mix* of Washington institutions. In 1973-74, the university sample was 3.0% above national figures while the college average was 1.2% below the nation. A question exists as to the reliability of that sample as regards Evergreen since it contains no new institutions and none with a similar program.

3. The community college system salaries are below the average of the six other "pace-setter" states (as defined by the Carnegie Commission). Three of those states, California, New York and Michigan rank 1, 2 and 3 in the nation in salaries and represent the major portion of the faculty in the comparison. This relationship does not attempt to measure competition but state effort.

4. On a state by state average basis, Washington has been one of the leading states. In terms of total average compensation, in 1973-74 Washington ranked as follows: universities, 9th; state colleges, 13th; and community colleges, 8th. Estimated 1974-75 positions are: universities, 16th; state colleges, 20th; and community colleges, 9th, in all cases below the respective national averages.

*The number of faculty in each rank, e.g. Associate Professor.

5. In the private sector, wage rate adjustments negotiated during the first half of 1974 averaged 8.7 percent for the first contract year as compared to 5.8 percent in 1973. Cost of living escalator provisions now cover 45 percent of workers in major bargaining units. New contracts containing these provisions have averaged 10.2 percent including the escalator adjustments.

Recommendations

The staff recommendations are based on the following premises:

1. The basic problem to be addressed is current and probable future increases in the cost of living.

2. Although the seven comparison state method is reasonable, in our opinion the competitive situation is not wholly described through that system. The majority of competitive problems in 1975-77 can be dealt with through increases based on the anticipated cost of living.

3. Although any one of the last several years can be used as a base point to compute cost of living increases, the selection is inevitably based on the year which presents the picture of greatest need.

4. The 1973 legislature was fully aware of the facts concerning faculty salaries in terms of past inflation and inter-institutional and inter-segment comparisons when they approved the salary adjustments as outlined in the appropriation acts, and 1973-74 should therefore be used as the base year.

The staff therefore recommends that the Council on Higher Education endorse salary adjustments for faculty and exempt staff which would provide increases sufficient to regain 1973-74 purchasing power. Any increases which occurred in 1974-75 (other than community college increments which were anticipated by the 1973 legislature) would be reduced from the 22 percent required to reach this objective. An increase of eight percent is recommended for 1976-77. These increases would also effectively deal with the majority of competition pressures. A schedule of recommended increases appears on the following page.

The staff further recommends that the Council urge the Governor and the legislature to adjust salaries as early in 1975 as possible with the cost of the early implementation considered as being in addition to the biennial cost of achieving the 22 percent objective.

In addition, the staff recommends that the Council urge the legislature to pass a resolution of intent concerning faculty salaries early in the 1975 session to forestall probable recruitment pressures.

The resolution reflecting Council action appears on page 1.

SCHEDULE OF RECOMMENDED 1975-76 INCREASES

	1973-74 Average Salaries	1975-76 Objective	1974-75 Average Salaries	Percent Increase Required
UW	$17,140	$20,911	$17,150	21.9%
WSU	$16,002	$19,522	$16,021	21.9%
EWSC	$14,545	$17,745	$14,931	18.9%
CWSC	$14,592	$17,802	$15,507	14.8%
WWSC	$14,341	$17,496	$14,521	20.5%
TESC	$15,365	$18,745	$15,764	18.9%
Community Colleges	$13,969	$17,042	$14,093*	20.9%

If the Legislature provides a nine percent salary adjustment in early 1975, the following 1975-76 increases are recommended:

University of Washington 11.8%
Washington State University 11.8%
Eastern Washington State College 9.1%
Central Washington State College 5.3%
Western Washington State College 10.5%
The Evergreen State College 9.1%
Community College System 10.9%

*Estimated by S.B.C.C.E. exclusive of anticipated 1974-75 increments.

There are two primary criteria to be considered in evaluating the amount of salary adjustments to be provided to employees. These are competitiveness and equity or fairness. From the standpoint of competitiveness, an attempt should be made to provide sufficient salaries to retain existing staff and fill vacant positions with individuals who are well qualified. In order to be fair and equitable, salary adjustments should be sufficient to allow employees to purchase at least the same amount of goods and services as they did in the past.

Although it might be desirable, there is no agreed upon way to determine the absolute level of salaries by taking into account preparation, experience, value to society, security, non-monetary benefits, minimum needs, etc. This analysis therefore deals with the relative criteria of competitiveness and equity to employees as they relate to faculty in Washington public institutions of higher education.

Table I on the following page provides an overview of faculty salaries since 1967-68. The table outlines, for each institution and the community college system, the average salaries in each year, the percentage increase over the previous year and since 1967-68 and, for the four-year institutions, the relationship to the seven-state comparison group. Public secondary school teacher salaries have been added for comparison purposes and the consumer price index (multiplied by 10) is included to illustrate the effect of inflation on salary levels.

TABLE I

AVERAGE FACULTY SALARIES -- NINE MONTHS BASIS

1966-67 to 1974-75

	1967-68	1968-69	Increase Over 1967-68	1969-70	Increase Over 1968-69	1970-71	Increase Over 1969-70	1971-72	Increase Over 1970-71	1972-73	Increase Over 1971-72	1973-74	Increase Over 1972-73	1974-75	Increase Over 1973-74
Univ. of Washington Percent below 7 states Increase over 1967-68	$12,719 (4.1%)	$13,330 (5.8%) 4.8%	4.8%	$14,146 (5.6%) 11.2%	6.1%	$14,709 (5.8%) 15.6%	4.0%	$14,768 (9.0%) 16.1%	.4%	$15,235 (12.4%) 19.8%	3.2%	$17,140 (4.5%) 34.8%	12.5%	$17,150 (11.2%) 34.8%	.1%
WA State University Percent below 7 states Increase over 1967-68	$11,992 (3.5%)	$12,660 (5.0%) 5.6%	5.6%	$13,505 (5.4%) 12.6%	6.7%	$13,917 (5.5%) 16.0%	3.1%	$13,859 (9.5%) 15.6%	.4%	$14,332 (14.0%) 19.5%	3.4%	$16,002 (7.3%) 33.4%	11.7%	$16,021 (14.7%) 33.6%	.1%
E.W.S.C. Percent below 7 states Increase over 1967-68	$10,631 (.1%)	$11,236 (2.3%) 5.7%	5.7%	$11,654 (5.4%) 9.6%	3.7%	$12,469 (4.0%) 17.3%	7.0%	$12,587 (7.2%) 18.4%	.9%	$13,051 (13.6%) 22.8%	3.7%	$14,545 (9.0%) 36.8%	11.5%	$14,931 (13.4%) 40.4%	2.6%
C.W.S.C. Percent below 7 states Increase over 1967-68	$10,166 (7.1%)	$11,071 (5.5%) 8.9%	8.9%	$11,908 (5.3%) 17.1%	8.4%	$12,570 (5.5%) 23.6%	4.8%	$12,689 (7.7%) 24.8%	1.0%	$12,996 (13.6%) 27.8%	2.4%	$14,592 (7.5%) 43.5%	12.3%	$15,507 (10.1%) 52.5%	6.3%
W.W.S.C. Percent below 7 states Increase over 1967-68	$10,412 (6.9%)	$11,248 (8.1%) 8.1%	8.0%	$12,389 (5.5%) 19.0%	10.1%	$12,877 (6.8%) 23.7%	4.0%	$12,582 (10.3%) 20.8%	-2.3%	$13,000 (14.9%) 24.9%	3.3%	$14,341 (10.0%) 37.7%	10.3%	$14,521 (17.5%) 39.5%	1.3%
T.E.S.C. Percent below 7 states	--	--		--		--		$13,168 (.5%)		$13,642 (7.0%)	3.6%	$15,365 (2.2%)	12.6%	$15,764 (4.7%)	2.6%
Community Colleges Increase over 1967-68	$ 9,516	$10,491 10.25%	10.25%	$11,355 19.5%	8.2%	$12,153 27.7%	7.0%	$12,330 29.6%	.9%	$12,891 35.5%	4.5%	$13,969 46.8%	8.4%	$14,302* 50.3%	2.4%
Low District High District	$ 8,123-#20 $10,355-#22	$ 9,175-#20 $12,038-#5		$ 9,806-#18 $12,513-#22		$11,045-#20 $13,253-#22		$11,115-#20 $13,367-#22		$11,705-#20 $14,154-#22		$12,489-#20 $15,592-#22		NA NA	
Secondary Teachers Increase over 1967-68	$ 8,198	$ 8,799 7.3%	7.3%	$ 9,611 17.2%	9.2%	$10,292 25.5%	7.1%	$10,565 28.9%	2.6%	$11,181 36.4%	5.8%	$11,962 45.9%	7.0%	$13,038* 59.0%	9.0%
Consumer Price Index x 10 Increase over 1967-68	$10,190	$10,680 4.8%	4.8%	$11,310 11.0%	5.9%	$11,900 16.8%	5.2%	$12,330 21.0%	3.6%	$12,820 25.8%	4.0%	$13,980 37.2%	9.0%	$15,570* 52.8%	11.4%

Patenthetical percentages equal percent below the average salaries of comparison states.

*Estimate

Faculty Purchasing Power - The Equity Consideration

As anyone who reads the newspapers or watches television is aware, inflation has increased rapidly in the last year. What may not be as apparent is the effect inflation has had on the purchasing power of Washington faculty, eliminating supposed gains and often resulting in a loss in constant dollars. The comparison below uses 1967-68 as the base year for salaries since that year is used as the base for the consumer price index (CPI). If other years are used, the relative magnitude of the figures change but the problem is still the same -- no real gains or substantial losses in real salaries.

	1967-68 Average Salaries	1974-75 Salaries (1967-68 Dollars)	Loss/Gain In Constant Dollars
U. of Washington	$12,719	$11,224	($1,495)
Washington State U.	$11,992	$10,485	($1,507)
E.W.S.C.	$10,631	$ 9,772	($ 859)
C.W.S.C.	$10,166	$10,148	($ 18)
W.W.S.C.	$10,412	$ 9,503	($ 909)
Community Colleges	$ 9,516	$ 9,360*	($ 156)
Secondary Teachers	$ 8,198	$ 8,533*	335
Total Employment**	$ 8,694	$ 9,486*	792

* Estimated
**Page 30 "Preliminary Economic Forecast For The State of Washington, September, 1974.

Faculty productivity, on the other hand, has increased since 1967-68. Increases in the student-faculty ratios at the four year institutions have resulted in a nine to twenty-one percent increase in student credit hour productivity. In 1971, the Legislature mandated minimum average faculty classroom contact hours and directed that there be at least a five percent increase by 1972-73. As a result, contact hours of faculty rose by from 5.2

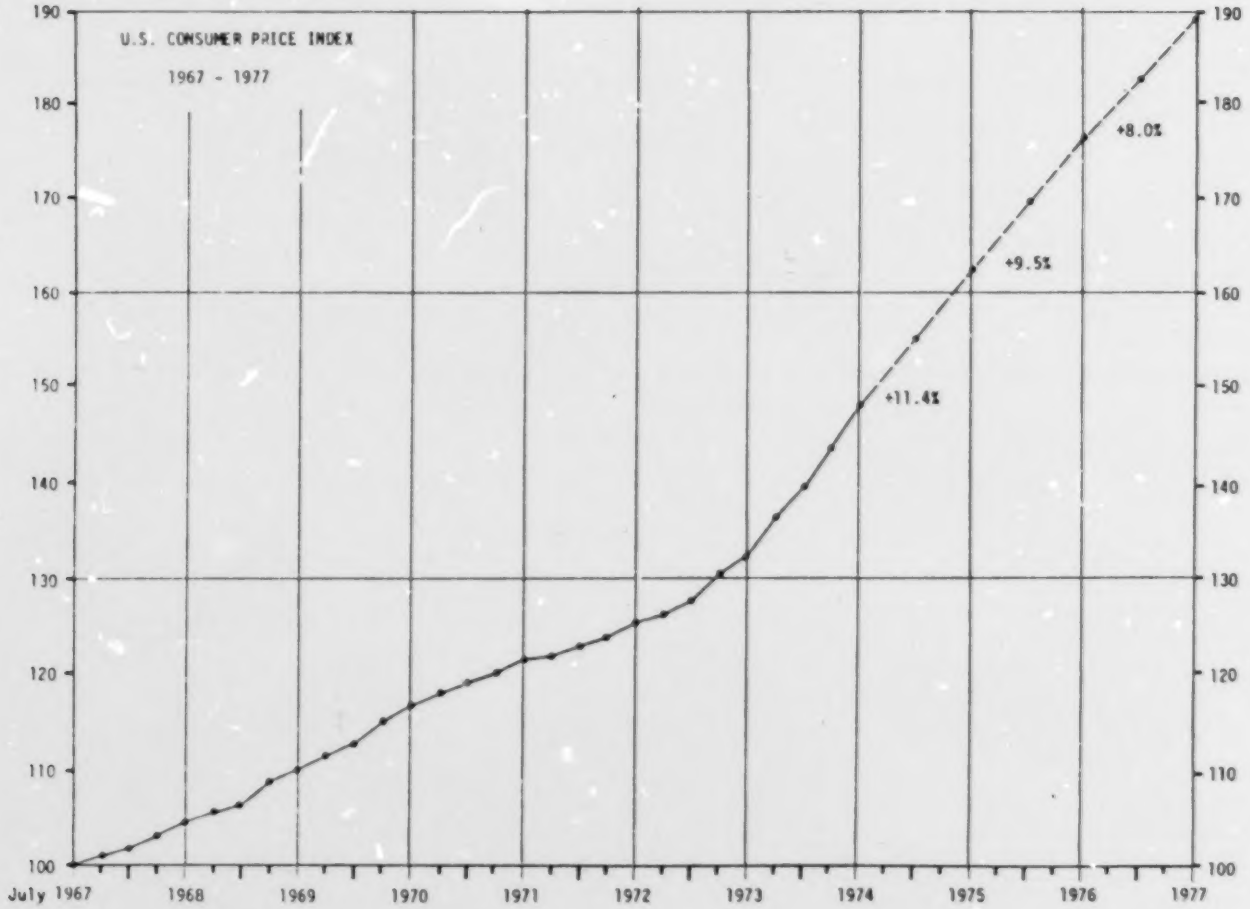
to 16.2 percent in the four year institutions and contact hours of full time faculty increased by twenty percent in the community colleges.

Table II on the following page graphically illustrates the past and probable future increases in the consumer price index. The estimates of future inflation are the staff's and are based on the estimates contained in the September "Preliminary Economic Forecast", adjusted upwards in the light of recent trends. The staff estimates have been compared with more recent, but as yet unpublished, forecasts and are extremely close to those forecasts.

Quoting from the September report, "The dominant ailment in both the world and the United States appears to be inflation. Political instabilities, devaluations, crop failures, removal of wage and price controls, and the jump in the price of oil have occurred over the past year to add to the problems already existing. The increasing significance of world commodity markets in determining prices raises the concern over worldwide inflation but also generates an economic stimulus on world, national and state economies by the increased demand from the developed as well as the developing countries." We anticipate that these problems will continue into 1975 and that national anti-inflation measures will take effect slowly.

Based on these trends, we feel it is reasonable to anticipate that 1975-76 salary adjustments of from 14.8 percent to 21.9 percent will be required to return purchasing power to 1973-74 levels. It should be understood that these figures do not include any adjustment for inflation prior to that year. The 1973 Legislature was presented with a comprehensive picture of faculty salary needs in terms of past inflation and inter-

TABLE II



CONSUMER PRICE INDEX
FISCAL YEARS 1968-1977

Fiscal Year	Index Average	Percent Change
1968	101.9	--
1969	106.8	4.8
1970	113.1	5.9
1971	119.0	5.2
1972	123.3	3.6
1973	128.2	4.0
1974	139.8	9.0
Estimated		
1975	155.7	11.4
1976	170.5	9.5
1977	184.0	8.0

Source: "Preliminary Economic Forecast For The State of Washington", September 1974.

Estimates for 1975-77 revised upward from published forecast.

institutional comparisons. As a result it directed that substantial increases be provided. Selecting any other base would create disputes over which year was the most appropriate.

Relationship of the Requests (See the Appendix for copies of the requests)

The Council of Presidents' proposal is based solely on the relationship to the seven comparison states, and does not discuss the effect of future inflation.

The community college proposal employs increases in the cost of living in its calculations but does not actually compare salary levels to changes in the consumer price index. Rather, the presentation is based on a series of assumptions of what salaries should have been in 1971-72 and subsequent years if they had been based on the previous calendar year's inflation plus allowance for increments. The difference is characterized as "lost buying power". The procedure is extended through 1976-77, using 10% estimates for inflation plus 1.5% for increments, and results in a request for 23% salary increases in 1975-76 plus 11.5% in 1976-77. The 1975-77 cost of this proposal is $43.7 million.

Our review suggest the following problems with this approach:

1. 1970-71 is selected as the base year since "that is the most recent year during which salary increases were made without constraints mandated by the Legislature". A review of budget commentary notes prepared by the Legislative Budget Committee indicates that the 1969 Legislature mandated increases of seven and four percent. It would appear, therefore, that 1968-69, the year prior to the first budget submittal of the community college board was the most recent year not constrained by legislative mandate.

2. The use of the prior year's inflation plus increments to determine "lost buying power" is extremely questionable. Determination of an average loss in purchasing power should be made by comparing actual salaries with experienced inflation. Increments neither add to nor decrease inflation but rather are a part of the average salary itself.

3. We disagree with the approach of using presumed salary settlements to develop an additional "catch-up" factor.

Comparisons - The Question of Competitiveness

Comparisons within an industry or among groups of employees in related fields are commonly used in estimating salary requirements. The four-year colleges and universities have used institutions in seven states as a consistent comparison group. The states are California, Oregon, Minnesota, Wisconsin, Illinois, Indiana and Michigan. A 1972 Council study* compared the weighted average of the seven state group to the national average as reported by the American Association of University Professors (AAUP), and found that the seven state group are "reasonably reflective of the nation as a whole". That comparison has been updated for 1972-73 and 1973-74 and is shown below. A plus indicates that the seven state group is above the national average.

PERCENTAGE DIFFERENCE BETWEEN SEVEN STATE AND NATIONAL DATA

	1970-71	1971-72	1972-73	1973-74
Universities	+1.7%	+0.8%	+4.0%	+3.0%
State Colleges	+0.2%	-1.1%	-0.2%	-1.3%

A complete set of tables on this subject is included in the appendix.

*The Seven Comparison States, Their Selection, Use and Applicability for Higher Education Comparisons, December, 1972.

The community colleges have not used salary comparisons in their requests before this year. In its current request, the State Board uses five of six "pace-setter" states for an illustrative comparison. These states are New York, Michigan, Florida, Illinois, California and Texas. Along with Washington, they have been selected as "pace-setters" by the Carnegie Commission.

The staff has also prepared comparisons based on the 1973-74 AAUP report relating to salaries and compensation by state and by type of institution along with data for individual institutions. These are included in the last section of this report for the information of the Council.

Relationship to Requests

The Council of Presidents have based their proposal on the preliminary results of the seven comparison state salary survey. The survey has now been completed and Chart I on the following page illustrates that salaries at Washington colleges and universities are now 12.5 percent behind the weighted average of the seven state group. This is extremely close to the critical competitive situation of 1972-73. Assuming that salaries will increase by at least 8.5 percent in the seven states, salary increases averaging 22 percent would be necessary to bring Washington salaries to an equivalent level.

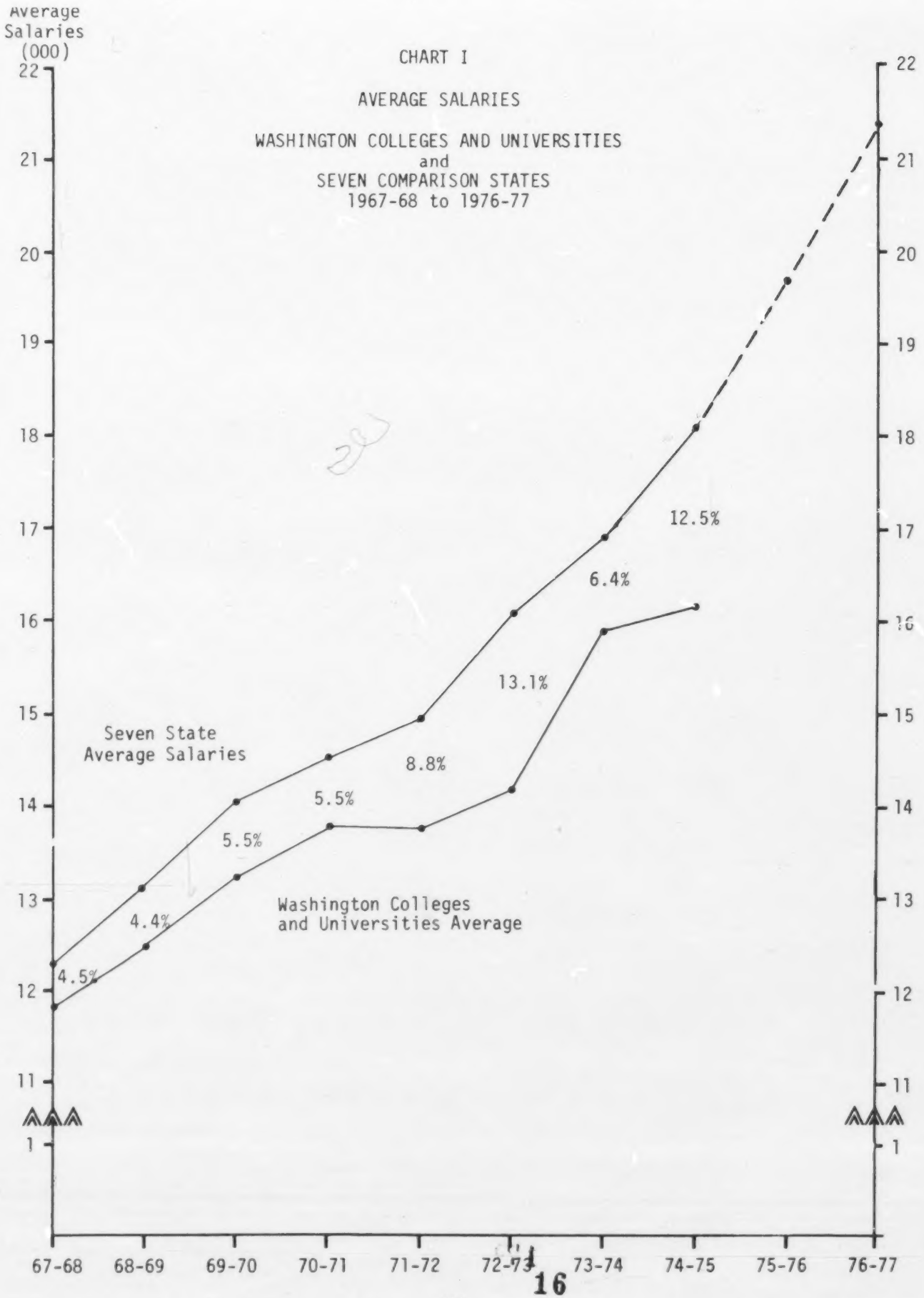
See Table I for the relative position of each institution.

Although the seven state approach has the virtue of consistency and is a current and close approximation of national averages for each academic rank, it has some deficiencies. The necessity or desirability of reaching the average has not been recognized by the legislature. It is somewhat confusing when reviewed in detail since averages are developed

CHART I

AVERAGE SALARIES

WASHINGTON COLLEGES AND UNIVERSITIES
and
SEVEN COMPARISON STATES
1967-68 to 1976-77



for each rank and applied to the rank mix at each Washington institution so there is a different "average" for each institution. Since it is limited to public institutions, it overlooks some of the competition among major research universities. Twelve of the top twenty-five institutions in receipt of federal research grants are private institutions. It includes no new institutions and none with a program similar to Evergreen's. Evergreen's appropriate relationship to the comparison group is therefore not as clear as the other state institutions.

The seven state system appears to create some additional inequities for Evergreen. Since it does not use faculty ranks, Evergreen is compared against the simple average of the comparison group which is $511 lower than the weighted averages to which the other colleges are compared. Evergreen's initial faculty were budgeted and hired at salaries in excess of the other colleges in recognition of the responsibilities involved in developing a new institution. The 1973 Legislature provided equal percentage increases for Evergreen faculty and continuing those levels to reflect increases in the cost of living is consistent with the recommendations of this report. At the same time, however, we suggest that new faculty planned for Evergreen be budgeted at levels equivalent to the assistant professor rank at the three state colleges.

Although certain deficiencies exist, the seven state comparison is a reasonable guide to competitive trends among public four-year institutions. We have not based our recommendations on this system since the overriding problem is one of deteriorating purchasing power. Adoption of the recommendations will, however, reduce the competitive problems facing the colleges and universities.

The community college comparison includes data from five of the six other "pace-setter" states as defined by the Carnegie Commission. Data from Texas and current data from Michigan were not available. The staff has prepared a comparison using data for all these states derived from the 1973-74 AAUP survey. It essentially confirms the community college presentation and indicates that 1973-74 Washington salaries were 10.8% below the other states.

State	Total Faculty	Average Salary	
California	11,790	$16,961	
New York	5,375	16,641	
Michigan	1,192	15,657	
Illinois	1,354	14,209	
Florida	3,964	11,937	
Texas	1,696	10,577	
Average	25,371	$15,473	
Washington	2,092	$13,969	- 10.8%

It should be noted that California, New York and Michigan rank 1, 2 and 3 in the nation and comprise approximately 70 percent of the sample. These states also allocate a considerably lower proportion of their state higher education budget to community colleges than does Washington. A table indicating national comparisons is included in the next section.

Other Comparisons

The tables which appear on pages 18, 19 and 20 have been derived from the 1973-74 survey of faculty compensation conducted by the American Association of University Professors.

Tables III, IV and V contain a ranking of faculty compensation (salaries plus fringe benefits). It should be understood that the data reflect an all-rank average for each state by category of institution, and

are not weighted by the mix of ranks in Washington institutions. The 1973-74 salary adjustments placed Washington institutions in a good position when compared to other states. In terms of total average compensation, in 1973-74 Washington ranked as follows: universities, 9th; state colleges, 13th; and community colleges, 8th. Estimated 1974-75 positions are: universities, 16th; state colleges, 20th; and community colleges, 9th, in all cases below the respective national averages. In regard to fringe benefits, the 1973-74 national averages and reported averages for Washington institutions are as follows:

	Washington	National Average
Universities	12.74	12.90
State Colleges	13.29	12.94
Community Colleges	12.20	12.01

From these figures, it appears that the State of Washington is competitive in terms of fringe benefits.

Table VI ranks all public and private universities by average compensation. Derived average salary data is also shown. The figures for Washington institutions differ somewhat from the averages for nine month faculty shown on Table I since the AAUP allows 11 and 12 month faculty to be factored into the reported data. Since this procedure would affect all institutions, no adjustment has been made to the Washington information.

Table VI shows that the University of Washington ranked 45th of 160 universities and Washington State ranked 83rd in 1973-74 on an all ranks average basis. Based on an estimated 5.8% increase for other institutions in 1974-75, the University of Washington would drop to 69th position and

Washington State would rank 115th.

The University of Washington ranked 3rd in the nation in fiscal year 1973 in receipt of federal grants. Of the top 25 institutions in receipt of federal grants, only two did not rank in the top one-third in salaries or compensation in 1973-74. A decline to 69th position in 1974-75 would place the University of Washington outside the top one-third.

In the private sector (which has a bearing on competition for vocational instructors) the U. S. Department of Labor reports in "Current Wage Developments":

> "Major collective bargaining settlements reached during the first 6 months of 1974 provided for larger wage increases than agreements reached in 1973, according to preliminary estimates. Wage-rate adjustments negotiated during the first half of 1974 averaged 8.7 percent for the first year of the contract and 7.0 percent annually over the life of the contract, compared with 5.8 and 5.1 percent, respectively, in 1973. These measures exclude possible gains under "cost-of-living" escalator clauses. Some 2.1 million workers were covered by the 1974 settlements, primarily in the steel, construction, food, can, aluminum, apparel, retail trade, and transit industries.
>
> Thus far in the contract term, gains have averaged 10.2 percent in settlements containing escalator provisions that were reached in the first half of 1974. This includes the first year negotiated increases and escalator adjustments already put into effect.
>
> During the first half of the year, escalator provisions were adopted in 51 settlements, covering 347,000 workers. Escalator provisions now cover approximately 4.5 million (45 percent) of the workers in major bargaining units."

It is our hope that we have provided as comprehensive a picture as possible regarding faculty salary needs in terms of purchasing power and competitive position. We believe it supports our position that substantial faculty salary increases are necessary and justified.

TABLE III

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1973-74

UNIVERSITIES
(CATEGORY I)

RANK	STATE	AVERAGE COMP.	AVE.SAL. RANK	RANK	STATE	AVERAGE COMP.	AVE.SAL. RANK
1	New York	$22,925	3	24	Pennsylvania	$17,676	22
2	California	21,954	2	25	Nevada	17,619	20
3	New Jersey	21,400	4	26	Florida	17,588	18
4	Michigan	20,632	6	27	Ohio	17,546	36
5	Wisconsin	20,275	8	28	Delaware	17,543	32
6	Massachusetts	20,039	1	29	Georgia	17,436	16
7	Hawaii	19,760	14	30	New Mexico	17,359	31
8	Minnesota	19,742	12	31	Colorado	17,071	33
9	Washington	19,371	10	32	Vermont	17,009	42
10	Connecticut	19,333	5	33	Arkansas	16,992	29
11	Virginia	19,276	7	34	Alabama	16,909	27
12	North Carolina	19,201	9	35	Missouri	16,794	23
13	Indiana	19,083	15	36	Tennessee	16,785	35
14	Illinois	18,859	13	37	Nebraska	16,652	38
15	Arizona	18,846	11	38	Louisiana	16,542	40
National Average		18,547		39	Kansas	16,502	39
16	Rhode Island	18,254	19	40	Oklahoma	16,423	37
17	Iowa	18,169	28	41	West Virginia	16,390	44
18	Maryland	18,152	17	42	South Carolina	16,320	30
19	Kentucky	18,055	25	43	Maine	16,284	43
20	Utah	17,921	34	44	Idaho	15,669	45
21	Oregon	17,712	26	45	Mississippi	15,360	41
22	New Hampshire	17,690	24	46	Montana	15,348	46
23	Texas	17,686	21	47	North Dakota	14,921	47

TABLE IV

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1973-74

STATE COLLEGES
(CATEGORY IIA)

RANK	STATE	AVERAGE COMP.	AVE.SAL. RANK	RANK	STATE	AVERAGE COMP.	AVE.SAL. RANK
1	New York	$22,322	1	23	Minnesota	$15,475	20
2	Michigan	18,857	6	24	North Carolina	15,417	24
3	California	18,776	3	25	Iowa	15,396	29
4	New Jersey	18,614	4	26	Virginia	15,113	22
5	Pennsylvania	18,429	2	27	Tennessee	14,787	25
6	Arizona	17,290	7	28	Texas	14,778	31
7	Ohio	17,260	13	29	Montana	14,770	32
National Average		17,201		30	New Mexico	14,741	35
8	Wisconsin	17,150	15	31	South Dakota	14,606	28
9	Indiana	16,863	21	32	West Virginia	14,572	34
10	Illinois	16,801	11	33	Missouri	14,383	27
11	Connecticut	16,782	9	34	Alabama	14,334	33
12	Nevada	16,685	8	35	Nebraska	14,251	40
13	Washington	16,547	16	36	South Carolina	14,240	30
14	Colorado	16,484	14	37	Idaho	14,190	45
15	Oregon	16,472	17	38	Kansas	14,145	39
16	Rhode Island	16,452	18	39	Arkansas	14,075	44
17	Massachusetts	16,423	5	40	New Hampshire	13,952	41
18	Wyoming	16,216	10	41	North Dakota	13,949	43
19	Florida	16,030	12	42	Oklahoma	13,848	36
20	Maryland	15,836	19	43	Georgia	13,782	38
21	Maine	15,580	23	44	Mississippi	13,681	37
22	Kentucky	15,554	26	45	Louisiana	13,126	42

TABLE V

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1973-74

COMMUNITY COLLEGES and TWO YEAR COLLEGES
(CATEGORIES III AND IV)

RANK	STATE	AVERAGE COMP.	AVE.SAL. RANK	RANK	STATE	AVERAGE COMP.	AVE.SAL. RANK
1	New York	$20,143	2	21	Florida	$12,841	19
2	California	18,564	1	22	Maine	12,621	24
3	Michigan	17,182	3	23	Alabama	12,506	22
4	Arizona	16,709	4	24	Utah	12,400	32
5	Hawaii	16,600	7	25	Kansas	12,071	23
6	Illinois	16,267	6	26	Texas	11,985	28
7	Maryland	16,206	5	27	Arkansas	11,900	31
National Average		15,872		28	Colorado	11,767	29
8	Washington	15,673	8	29	Virginia	11,751	26
9	Wisconsin	15,280	11	30	Nebraska	11,700	25
10	New Jersey	14,924	13	31	Iowa	11,574	27
11	Minnesota	14,722	9	32	Tennessee	11,465	30
12	Ohio	14,037	18	33	Kentucky	11,400	35
13	Oregon	13,962	17	34	North Dakota	11,300	33
14	Rhode Island	13,900	15	35	North Carolina	10,834	37
15	Missouri	13,764	10	36	Georgia	10,605	34
16	Connecticut	13,597	14	37	New Mexico	10,600	38
17	Pennsylvania	13,521	21	38	Mississippi	10,341	36
18	Wyoming	13,300	16	39	Oklahoma	10,074	39
19	Massachusetts	13,223	12	40	Louisiana	10,000	40
20	Montana	13,057	20	41	West Virginia	9,687	41

TABLE VI

1973-74 Ranking of Universities by Average Compensation

RANK	NAME	SAL	COMP	
1	CUNY GRADUATE CENTER	27091	32250	
2	CALIFORNIA INST OF TECHNOLOGY	21146	25673	
3	NEW SCHOOL FOR SOCIAL RESEARCH	21085	25552	
4	HARVARD UNIVERSITY	21344	25440	
5	AIR FORCE INST OF TECHNOLOGY	23471	25387	
6	STANFORD UNIVERSITY	20451	24353	
7	UNIVERSITY OF CHICAGO	20625	24090	
8	CLAREMONT GRADUATE SCHOOL	19956	23748	
9	MASSACHUSETTS INST OF TECHNOLOGY	19815	23500	
10	COLUMBIA UNIVERSITY	19751	23413	
11	UNIVERSITY OF MICH-MAIN CAMPUS	19740	23166	
12	SUNY AT STONYBROOK	19078	22999	
13	JOHNS HOPKINS-SCH OF ADV INT STUD	19736	22920	
14	UNIVERSITY OF PENNSYLVANIA	19917	22820	
15	CORNELL UNIVERSITY-CONTRACT COLLS	18880	22760	
16	JOHNS HOPKINS UNIV-ARTS & SCI	19613	22668	
17	YESHIVA UNIV-GRADUATE SCH	20395	22584	
18	NEW YORK UNIVERSITY	19648	22564	
19	YALE UNIVERSITY	19270	22472	
20	CORNELL UNIVERSITY-ENDOWED COLLS	19149	22425	
21	DUKE UNIVERSITY	18936	22322	
22	NORTHWESTERN UNIVERSITY	[illegible]	22317	
23	COLUMBIA UNIV-TEACHERS COLLEGE	[illegible]	22222	
24	SUNY AT BUFFALO	[illegible]	22140	
25	SUNY AT BINGHAMTON	[illegible]	22093	
26	UNIVERSITY OF CALIF-ENTIRE	[illegible]	21954	
27	SUNY AT ALBANY	[illegible]	21878	
28	UNIVERSITY OF ROCHESTER	[illegible]	21556	
29	UNIVERSITY OF VIRGINIA	[illegible]	21508	
30	BROWN UNIVERSITY	18191	21495	
31	RUTGERS UNIVERSITY	18562	21400	
32	PRINCETON UNIVERSITY	18044	21162	
33	GEORGE WASHINGTON UNIVERSITY	18281	20966	
34	UNIV OF WISCONSIN-MADISON	18062	20923	
35	POLYTECHNIC INSTITUTE OF NEW YORK	18232	20851	
36	INDIANA UNIVERSITY-BLOOMINGTON	17393	20827	
37	BRANDEIS UNIVERSITY	18335	20718	
38	VANDERBILT UNIVERSITY	17589	20379	
39	MICHIGAN STATE UNIVERSITY	17328	20287	
40	STEVENS INSTITUTE OF TECHNOLOGY	17565	20237	
41	UNIVERSITY OF MIAMI	16468	20140	
42	UNIV OF MASSACHUSETTS-AMHERST	19599	20039	
43	RENSSELAER POLYTECHNIC INSTITUTE	17401	19986	
44	U OF NORTH CAROLINA-CHAPEL HILL	18141	19975	
45	UNIVERSITY OF WASHINGTON	17541	19868	1973-74 position
46	DARTMOUTH COLLEGE	16445	19817	
47	UNIVERSITY OF HAWAII-MAIN CAMPUS	16508	19760	
48	UNIVERSITY OF MINNESOTA	16731	19742	
49	CARNEGIE-MELLON UNIVERSITY	17433	19713	
50	PURDUE UNIVERSITY-WEST LAFAYETTE	16624	19690	
51	WASHINGTON UNIVERSITY	17183	19682	
52	UNIVERSITY OF ILLINOIS	17340	19607	
53	SYRACUSE UNIVERSITY	16716	19504	
54	CLARK UNIVERSITY	16609	19490	
55	WAYNE STATE UNIVERSITY	16916	19473	
56	RICE UNIVERSITY	17471	19465	
57	LEHIGH UNIVERSITY	16361	19357	
58	UNIVERSITY OF CONNECTICUT	17993	19333	
59	UNIV OF PITTSBURGH-MAIN CAMPUS	17081	19319	
60	UNIVERSITY OF ARIZONA	17226	19282	
61	UNIVERSITY OF SOUTHERN CALIF	16724	19279	
62	BOSTON UNIVERSITY	16002	19134	
63	UNIV OF WISCONSIN-MILWAUKEE	16380	19068	

TABLE VI Cont.

RANK	NAME	SAL	COMP	
64	ROCKEFELLER UNIVERSITY	15992	19014	
65	UNIVERSITY OF IOWA	16281	18912	
66	UNIVERSITY OF UTAH	16130	18883	
67	UNIVERSITY OF COLORADO-BOULDER	16967	18857	
68	AMERICAN UNIVERSITY	16172	18814	
(69)	BRYN MAWR COLLEGE	15624	18648	Estimate UW
70	UNIVERSITY OF TEXAS AT AUSTIN	16768	18575	1974-75 position
71	HOWARD UNIVERSITY	16211	18564	
72	GEORGETOWN UNIVERSITY	16634	18563	
73	ARIZONA STATE UNIVERSITY	16567	18452	
74	TUFTS UNIVERSITY	15838	18433	
75	OHIO UNIVERSITY-MAIN CAMPUS	15382	18417	
76	ILLINOIS INSTITUTE OF TECH	15995	18366	
77	TEMPLE UNIVERSITY	15507	18362	
78	CASE WESTERN RESERVE UNIVERSITY	16040	18337	
79	UNIVERSITY OF RHODE ISLAND	16156	18254	
80	UNIVERSITY OF KENTUCKY	15889	18241	
81	UNIVERSITY OF OREGON	16069	18232	
82	NORTHERN ILLINOIS UNIVERSITY	16107	18225	
83	WASHINGTON STATE UNIVERSITY	16344	18215	1973-74 position
84	BOSTON COLLEGE	15846	18173	
85	UNIVERSITY OF NOTRE DAME	15665	18162	
86	UNIVERSITY OF MARYLAND-MAIN CAMPU	16316	18152	
87	TEXAS A&M UNIVERSITY	16195	18115	
88	GEORGIA INSTITUTE OF TECH	16961	18079	
89	UNIVERSITY OF AKRON	15189	18075	
90	FORDHAM UNIVERSITY	15812	18063	
91	NORTH CAROLINA STATE U AT RALEIGH	16298	18037	
92	EMORY UNIVERSITY	15988	17987	
93	TULANE UNIVERSITY	15382	17977	
94	UNIVERSITY OF TOLEDO	15329	17852	
95	MARQUETTE UNIVERSITY	15703	17795	
96	FLORIDA STATE UNIVERSITY	16449	17752	
97	UNIVERSITY OF HOUSTON	15821	17746	
98	UNIVERSITY OF NEW HAMPSHIRE	15803	17690	
99	VIRGINIA POLYTECHNIC INSTITUTE	16446	17681	
100	UNIV OF ALABAMA-MAIN CAMPUS	16267	17665	
101	WESTERN MICHIGAN UNIVERSITY	15434	17650	
102	ADELPHI UNIVERSITY	15925	17633	
103	UNIVERSITY OF NEVADA-RENO	15968	17619	
104	OHIO STATE UNIV-MAIN CAMPUS	15543	17592	
105	UNIVERSITY OF LOUISVILLE	15096	17589	
106	UNIVERSITY OF DELAWARE	15358	17543	
107	BOWLING GREEN ST UNIV-MAIN CAMPUS	15176	17516	
108	UNIVERSITY OF FLORIDA	16213	17512	
109	IOWA STATE UNIVERSITY	14964	17507	
110	UNIVERSITY OF GEORGIA	16363	17471	
111	UNIVERSITY OF NEW MEXICO	15528	17461	
112	INDIANA STATE UNIV-MAIN CAMPUS	15116	17329	
113	UNIVERSITY OF KANSAS	15529	17293	
114	MIAMI UNIVERSITY-MAIN CAMPUS	14807	17265	
(115)	TEXAS TECH UNIVERSITY	15461	17238	Estimate WSU
116	KENT STATE UNIVERSITY	14759	17216	1974-75 position
117	NEW MEXICO STATE UNIVERSITY	15083	17175	
118	OREGON STATE UNIVERSITY	15204	17175	
119	SOUTHERN ILLINOIS UNIV-CARBONDALE	15081	17079	
120	UNIVERSITY OF VERMONT	14343	17009	
121	UNIVERSITY OF ARKANSAS	15530	16992	
122	UNIVERSITY OF DETROIT	15007	16930	
123	TEXAS WOMEN'S UNIVERSITY	15283	16926	
124	GEORGIA STATE UNIVERSITY	15777	16892	
125	COLORADO STATE UNIVERSITY	15145	16828	
126	UNIVERSITY OF MISSOURI	15818	16794	

TABLE VI Cont.

RANK	NAME	SAL	COMP
127	UNIV OF TENNESSEE-KNOXVILLE	15270	16785
128	NORTH TEXAS STATE UNIVERSITY	15042	16777
129	SAINT LOUIS UNIVERSITY	15456	16754
130	UNIVERSITY OF NEBRASKA-LINCOLN	14813	16652
131	UNIVERSITY OF CINCINNATI	14447	16615
132	UNIVERSITY OF OKLAHOMA	15054	16569
133	UTAH STATE UNIVERSITY	14177	16547
134	LOUISIANA ST UNIV-BATON ROUGE	14744	16542
135	CLEMSON UNIVERSITY	15560	16521
136	PENN STATE UNIVERSITY	15472	16521
137	UNIVERSITY OF DENVER	14772	16449
138	AUBURN UNIVERSITY	15194	16411
139	BALL STATE UNIVERSITY	15023	16411
140	TEXAS CHRISTIAN UNIVERSITY	14101	16401
141	WEST VIRGINIA UNIVERSITY	14323	16390
142	UNIVERSITY OF TULSA	14557	16375
143	SOUTHERN METHODIST UNIVERSITY	14567	16293
144	LOYOLA UNIVERSITY	14337	16288
145	UNIVERSITY OF MAINE-ORONO	14336	16284
146	OKLAHOMA STATE UNIVERSITY	15040	16283
147	UNIVERSITY OF SOUTH CAROLINA	15277	16173
148	UNIVERSITY OF COLORADO-COLO SPRGS	14498	16126
149	UNIVERSITY OF COLORADO-DENVER	14457	16027
150	CATHOLIC UNIVERSITY	14560	15924
151	UNIVERSITY OF MONTANA	14109	15714
152	UNIVERSITY OF IDAHO	13808	15669
153	KANSAS STATE UNIVERSITY	14017	15636
154	EAST TEXAS STATE UNIVERSITY	13969	15626
155	MISSISSIPPI STATE UNIVERSITY	14550	15440
156	UNIVERSITY OF MISSISSIPPI	14347	15223
157	UNIVERSITY OF NORTH DAKOTA	13520	15062
158	MONTANA STATE UNIVERSITY	13357	14933
159	NORTH DAKOTA STATE UNIVERSITY	13235	14718
160	UNIV OF NORTHERN COLORADO	12959	14488

Source: Derived from data contained in 1973-74 report of the American Association of University Professors

APPENDIX

-- Community College Request
   Pages 81-87, SBCCE Operating Budget Request

-- Council of Presidents Proposal
   September 13, 1974 letter from Charles McCann
   October 31, 1974 letter from Charles McCann

-- Comparison of Seven State Group to National Average

a. Salaries

The need for adequate salaries for the exempt and classified staff of the system is a first priority thrust of the 1975-77 biennium for community colleges. Of equal importance to the need to restore the system to an adequate level of basic support, salary increases for exempt staff in the amount of 23 percent the first year and 11 percent the second year are needed to regain earning power lost to inflation and to keep pace with estimated inflation rates for the next two years.

The Higher Education Personnel Board recommendations for classified employees must also be supported by the Legislature.

Background

Beginning with the 1971-73 biennial budget appropriation, the Legislature has mandated specific cost-of-living salary adjustments for which funds were appropriated. Negotiated salary increases in the community college system have been constrained by those legislative mandates during the intervening period. At the same time, the advance in the cost-of-living based upon the calendar year average for all U.S. citizens and all items has been greater than the combined effect of these salary increases and the increments paid to community college faculty members through the normal application of negotiated salary schedules. The following analysis assumes that the "free market" of professional negotiations in the community college system provided salaries that kept pace with inflation prior to the 1971-73 biennium. Therefore, using the 1970-71 average salary for annually contracted (nine-month) faculty members, the following calculations have been made to demonstrate the variance between actual salary averages and what those averages should have been if increases consistent with the cost-of-living advance were provided.

Calculation for 1971-72

1970-71 Average	$12,153	$12,153	$12,153
Adjustments for 1971-72 Requirements	x 5.90% Inflation	x 1.45% Increment	
	$ 717 plus	$ 176 =	893
1971-72 Average Salary should have been			$13,046
1971-72 Average Salary actually was			12,330
Lost Buying Power			$ 716 (5.80%)

Calculation for 1972-73

1971-72 "Required" Salary	$13,046	$13,046	$13,046
Adjustments for 1972-73 Requirements	x 4.30% Inflation	x 1.55% Increment	
	$ 561 plus	$ 202 =	763
1972-73 Average Salary should have been			$13,809
1972-73 Average Salary actually was			12,891
Lost Buying Power			$ 918 (7.12%)

29

Calculation for 1973-74

1972-73 "Required" Salary Adjustments for 1973-74 Requirements	$13,809	$13,809	$13,809
	x 3.30% Inflation	x 1.36% Increment	
	$ 456	$ 188 =	644
1973-74 Average Salary should have been			$14,453
1973-74 Average Salary actually was			13,969
Lost Buying Power			$ 484 (3.50%)

Beyond this calendar period a number of assumptions must be employed in extending the calculation. Those assumptions are: (1) that the inflation rate will continue at 10 percent per year, and (2) that the net increment cost effect on the faculty average salary will approximate 1.5 percent. Thus, the following calculations can be made for the last year of the current biennium and for the 1975-77 biennium.

Calculation for 1974-75

1973-74 "Required" Salary Adjustments for 1974-75 Requirements	$14,453	$14,453	$14,453
	x 10.0% Inflation	x 1.45% Increment	
	$ 1,445 plus	$ 210 =	$ 1,655
1974-75 Average Salary should be			$16,108
1974-75 Average Salary will be*			14,598
Lost Buying Power			$ 1,510 (10.68%)

*Assumes a 3% general adjustment and a 1.5% net increment cost effect

Calculation for 1975-76

1974-75 "Required" Salary	$16,108		$16,108		$16,108
Adjustments for 1975-76 Requirements	x 10.0%	Inflation	x 1.50%	Increment	
	$ 1,611	plus	$ 242	=	$ 1,853
1975-76 Average Salary should be					$17,961

Calculation for 1976-77

1975-76 "Required" Salary	$17,961		$17,961		$17,961
Adjustments for 1976-77 Requirements	x 10.0%	Inflation	x 1.50%	Increment	
	$ 1,796	plus	$ 269	=	$ 2,065
1976-77 Average Salary should be					$20,026

Based on the above calculations, the following salary increase amounts should be requested for the 1975-77 biennium:

Estimated 1975-76 Salary Requirement	$17,961
Estimated 1974-75 Salary	14,598
Average Required Increase	$ 3,363 or 23%
Estimated 1976-77 Salary Requirement	$20,026
Estimated 1975-76 Salary	17,961
	$ 2,065 or 11.5%

B 1 (Rev. 5-62)

Evidence also indicates that the average salaries paid to community college faculty members have not kept pace with the advance of salaries paid to their counterparts in Washington four-year colleges. Based on the same assumption used above that salaries for the 1970-71 academic year represented a reasonable balance with the cost of living, the following table shows the percentage and real dollar advances in salaries for Washington public colleges and demonstrates the extent to which community college average salaries have been deficient in terms of dollars when compared to the four-year institutions.

COMPARATIVE FACULTY SALARY ADVANCES
WASHINGTON 2-YEAR AND 4-YEAR COLLEGES
1970-71 to 1973-74

	AVERAGE FACULTY SALARY 9 MONTH APPOINTMENT		Increase		REAL DOLLAR GROWTH
	1970-71	1973-74	Percent	Amount	OVER COMMUNITY COLLEGES
UW	$14,709	$17,140	16.52%	$2,431	$615
WSU	13,917	16,002	14.98	2,085	269
State Colleges	12,656	14,556	15.01	1,900	84
Community Colleges	12,153	13,969	14.94	1,816	--

Based upon the above data, it is possible to calculate what the community college average salary increase should have been between 1970-71 and 1973-74 in order to have provided community college faculty members with the same dollar advance in earnings that was enjoyed by faculties in the four-year institutions. In order to achieve this level, it would have been necessary for the 14.94 percent increase of community colleges to be 200.00 percent in order to achieve equity with the University of Washington, 17.52 percent with Washington State University, and 15.63 percent with the state colleges. This comparison is based upon the average salaries paid to all ranks of faculty members on nine-month appointments in the various institutions. While the four-year institutions have a much higher number of faculty members who hold doctorates, that was no less true in the base year 1970-71. Therefore, the inequities demonstrated above cannot be attributed to the differences in the preparation level and hence the remuneration level of the various faculty groups. Although the four-year colleges recruit in a regional or national market while the community colleges recruit in essentially a local market, the fact is irrelevant to what must be considered the prevailing wage rates for people performing essentially identical duties in the educational establishment. The interinstitutional differences in actual averages paid is not in dispute; the reality of smaller dollar increases for faculty members in the lower pay category is.

A third comparison of the salary levels of Washington community college faculty members can be made with those paid to similar academic employees in the community colleges of other states. In 1971 the Carnegie Commission for the Study of Higher Education identified seven "pacesetter" states on the basis of the role and impact of community college education in the total educational enterprise of those states. These states were all characterized by having community college systems that were essentially autonomous from the K-12 or four-year college systems and that received a high proportion of state funding for operations.

As such, they make an appropriate comparison group for the Washington community colleges. The following table displays the 1973-74 average faculty salaries for academic year appointment personnel in the community colleges of those states, with the exception of Texas, for which data was not available.

1973-74 Community College Faculty Average Salaries
Academic Year Appointment

State	N	Average Salary
Florida	3934	$12,838
Illinois	4721	13,695
Washington	2092	13,969
Michigan	2968 (1972-73 data)	14,794 (1972-73 data)
New York	5873	16,760
California	10,677*	17,130*
5 State Average	28,179	$15,632
Washington	2,092	13,969
Difference		$ 1,663 (11.90% below)

*Data not available for Grossmont, Mira Costa, and San Diego districts.

The foregoing analysis has shown that faculty salaries in Washington community colleges have neither kept pace with the cost of living, salaries paid in four-year colleges in Washington, nor salaries paid in community colleges of comparable states. These conditions argue strongly for a substantial adjustment in the salaries for community college faculty.

The Evergreen State College

September 13, 1974

Mr. James M. Furman
Executive Coordinator
Council on Higher Education
908 East Fifth Avenue
Olympia, Washington 98504

Dear Jim:

The presidents are very worried about the faculty and staff salary situation.

Even the minimal relief I refer to below will require a massive effort, and we know that effort cannot succeed unless it gets support all along the executive-legislative decision-making chain. In that chain, you're a key, Jim, since people up the chain will look to you for advice, and we in the institutions look to you and the Council for help and leadership on this issue. We presidents would very much appreciate an opportunity to discuss the situation with you soon, before the next Council meeting. Unfortunately, time presses that way because our presentations to the Governor begin next week and will be completed in early October.

Here's the way the situation looks to us as a minimum:

PROPOSED FACULTY SALARY INCREASES FOR 1975-77

Institution	Estimated Average 1974-75	Estimated Weighted Average at 7 State Rate 1974-75	Percentage Increase Required to Equal Average 7 State Rate	1975-76 Keep Up	Total for 1975-76	1976-77 Keep Up
UW	$17,140	$19,042	11.1%	7.0%	18.1%	7.0%
WSU	16,002	18,256	14.1%	7.0%	21.1%	7.0%
CWSC	14,592	16,632	13.98%	7.0%	20.98%	7.0%
EWSC	14,909	16,803	12.70%	7.0%	19.70%	7.0%
TESC	15,674	16,642	6.18%	7.0%	13.18%	7.0%
WWSC	14,771	16,720	13.19%	7.0%	20.19%	7.0%

Our several requests to the Governor and the legislature will not be uniform in terms of percentage increases since the institutions' average faculty salaries are not totally equal. We intend that each institution will request the percent necessary to equal the average of the seven state survey. In addition, we shall all request an additional 7 percent for each year of the biennium.

35 Olympia, Washington 98505

What we're talking about here is, of course, a lifting to an "average", which, in other contexts, means "mediocre." Even this minimum, however, has been arrived at only after much discussion with the Council of Faculty Representatives concerning the usefulness of the seven-state survey compared to other well-known surveys, such as AAUP's. The presidents concluded, however, that an attempt to switch to a new comparison base would be untimely, possibly resulting in obscuring the major issue. The faculty representatives may accept this minimum but are restive, and understandably so, with the presidents' suggesting the likely 7 percent keep-up factor in the face of inflation and the many long-term contracts recently of at least 10 percent per year.

We, each of us, hope that you'll be able to give the effort considerable momentum since, if we can't catch back up to the average now, we face a potentially disastrous situation.

May the presidents meet with you soon to discuss strategies?

Sincerely,

Charlie

Charles J. McCann
President

CJM:cw

cc: Council of Presidents
CFR Representatives
Robert L. Carr

The Evergreen State College

October 31, 1974

Mr. James M. Furman
Executive Coordinator
Council on Higher Education
908 East 5th Avenue
Olympia, Washington 98504

Dear Jim:

On September 13, 1974 I wrote to you on behalf of the Council of Presidents concerning the salary requests we seek for faculties in 1975-77. The figures included in my letter to you contained our estimated catch-up requirements as shown on the seven state survey, plus a 7 percent per year keep-up factor for each year of the next biennium.

We have contacted the participating seven state institutions to learn what increases they expect to request for the next two years. While several have not completed their budget requests as yet, we did learn the following:

	1975-76	1976-77
Minnesota State College System	7.5%	?
California State Colleges and Universities	9.4%	Cost of Living Request
University of Illinois	11.7%	Cost of Living Request
University of Oregon	21.1%	10%
University of California	10.5%	Cost of Living Request
University of Michigan	14.0%	Cost of Living Request
University of Minnesota	16.0%	6% plus cost of living request

As you can see from the sampling, our initial requests for keep-up funds begin to look seriously low in terms of our comparison institutions and the continuing inflationary problems which all of us face.

We expect to have our final seven state results available about November 15. Soon after that time we will complete our formal requests for salary considerations and will include final results of the seven state survey. We will very likely want to amend our request for keep-up funds from 7 percent per year to perhaps 8 to 10 percent each year. In any event, the figure should be at least equal to the inflation figures that will be reflected in the Governor's budget document.

Sincerely,

Charles J. McCann, Chairman
Council of Presidents

CJM:rg

cc: Council of Presidents
Dean Clabaugh, Chairman, ICBO
Michael Barnhart, Chairman, ICLO
Edward Kormondy, Chairman, ICAO
Robert Carr, OSCUBA

CHART I

COMPARISON OF WEIGHTED FACULTY SALARY AVERAGES

NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES

1970-71 through 1973-74

-Universities and State Colleges-

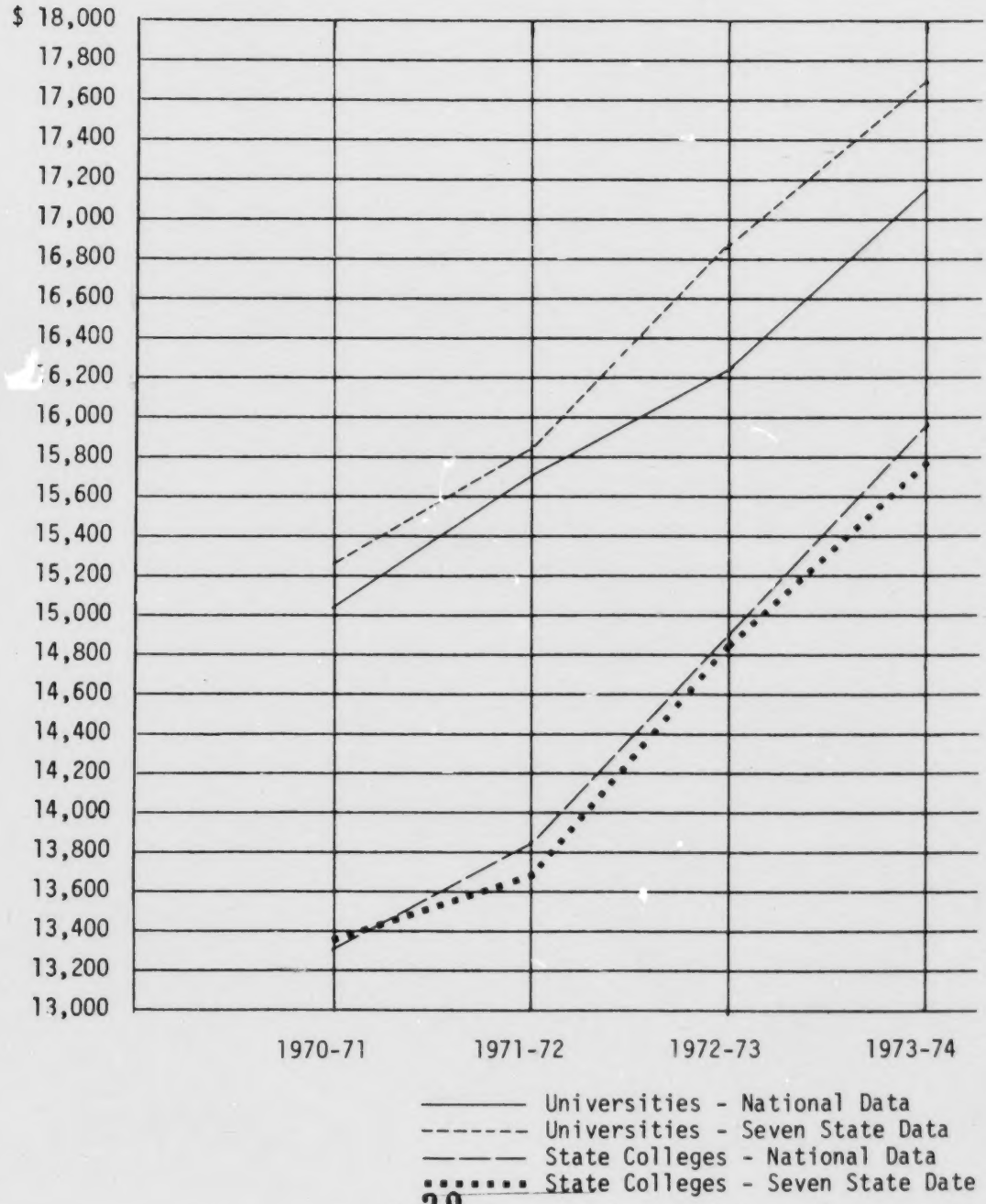


CHART II

WEIGHTED FACULTY SALARY AVERAGES

PERCENTAGE DIFFERENCES BETWEEN

NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES

1970-71 through 1973-74

-Universities and State Colleges-

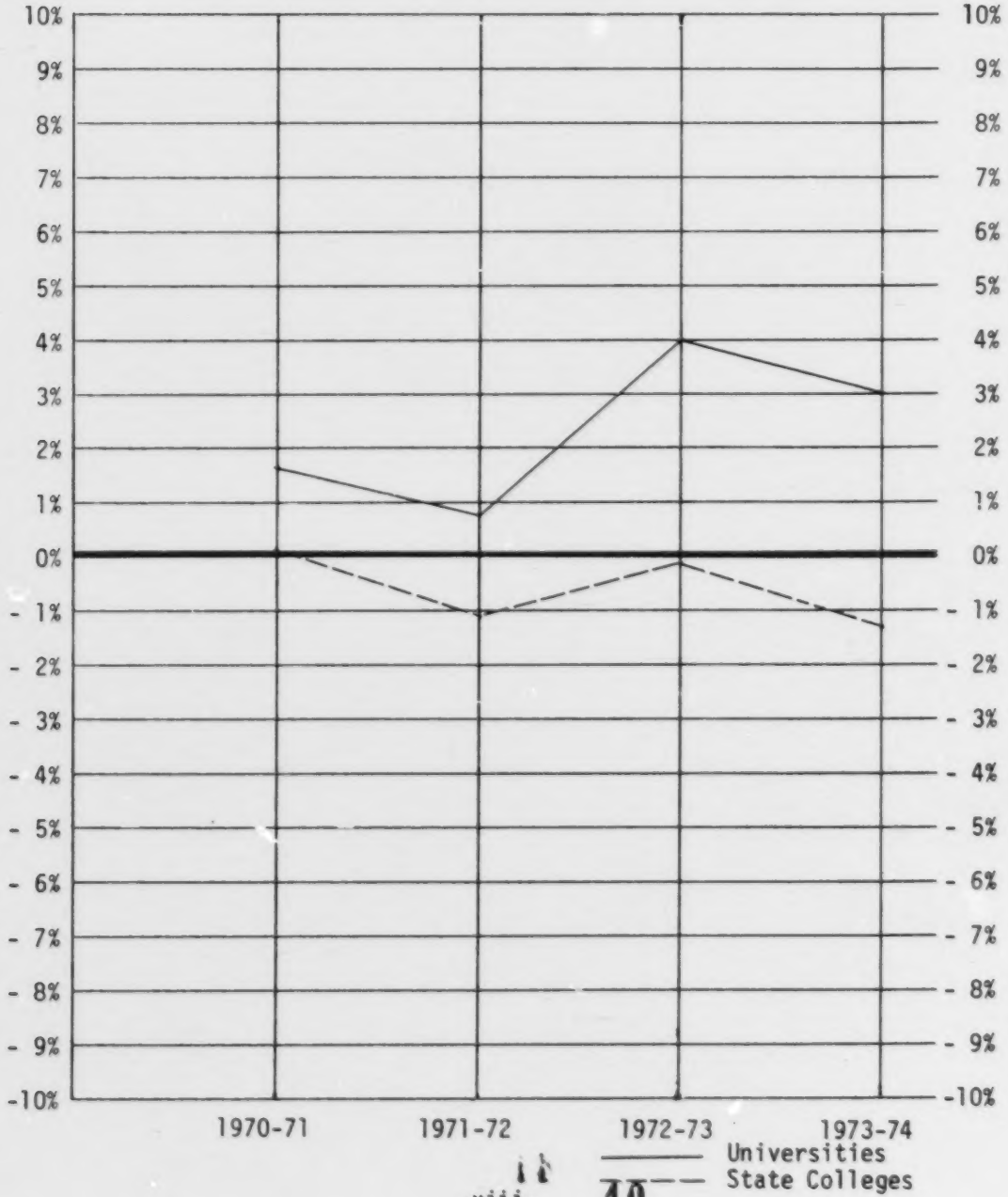


TABLE I

COMPARISON OF NINE MONTHS FACULTY SALARIES BY RANK

NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES

1970-71 through 1973-74

-Universities-

Rank	All Public Universities 1/	Seven State Universities	Difference
1970-71			
Professor	$ 19,150	$ 20,140	+ $ 990
Assoc. Prof.	14,350	14,262	- 88
Assist. Prof.	11,760	11,617	- 143
Instructor	8,970	9,213	+ 243
1971-72			
Professor	$ 19,820	$ 20,666	+ $ 846
Assoc. Prof.	14,870	14,577	- 293
Assist. Prof.	12,190	11,921	- 269
Instructor	9,430	9,687	+ 257
1972-73			
Professor	$ 20,470	$ 21,934	+$1,464
Assoc. Prof.	15,290	15,550	+ 260
Assist. Prof.	12,580	12,729	+ 149
Instructor	9,730	10,286	+ 556
1973-74			
Professor	$ 21,581	$ 22,871	+$1,290
Assoc. Prof.	16,066	16,166	+ 100
Assist. Prof.	13,201	13,284	+ 83
Instructor	10,154	10,648	+ 494

1/ Public institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Sources: American Association of University Professors - Bulletins, 1971,1972,1973 and 1974. Seven State Salary Studies, 1970-71 through 1973-74; Office of Interinstitutional Business Studies and Office of State College and University Business Affairs.

TABLE II

COMPARISON OF NINE MONTHS FACULTY SALARIES BY RANK

NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES

1970-71 through 1973-74

-State Colleges-

Rank	All State Colleges 1/	Colleges in Seven States	Difference
1970-71			
Professor	$ 17,420	$ 17,782	+ $ 362
Assoc. Prof.	13,830	13,806	- 24
Assist. Prof.	11,440	11,367	- 73
Instructor	9,220	9,200	- 20
1971-72			
Professor	$ 17,850	$ 17,986	+ $ 136
Assoc. Prof.	14,140	13,909	- 231
Assist. Prof.	11,800	11,543	- 257
Instructor	9,540	9,442	- 98
1972-73			
Professor	$ 18,980	$ 19,199	+ $ 219
Assoc. Prof.	15,000	14,866	- 134
Assist. Prof.	12,470	12,370	- 100
Instructor	10,130	9,932	- 198
1973-74			
Professor	$ 20,450	$ 20,346	- $ 104
Assoc. Prof.	15,960	15,740	- 220
Assist. Prof.	13,120	12,863	- 257
Instructor	10,700	10,213	- 487

1/ Public institutions awarding degrees above the baccalaureate but not included in University catagory.

Sources: American Association of University Professors - Bulletins, 1971,1972,1973 and 1974. Seven State Salary Studies, 1970-71 through 1973-74; Office of Interinstitutional Business Studies and Office of State College and University Business Affairs.

TABLE III

COMPARISON OF WEIGHTED FACULTY SALARY AVERAGES

NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES

1970-71 through 1973-74

	National Faculty Salary Data	Percent Increase Over Previous Year	Seven State Faculty Salary Data	Percent Increase Over Previous Year	Percentage Difference Between National and Seven State Data
1970-71					
Universities	$ 15,023	---	$ 15,284	---	+ 1.7%
State Colleges	13,308	---	13,340	---	+ 0.2%
1971-72					
Universities	$ 15,707	+ 4.55%	$ 15,829	+ 3.57%	+ 0.8%
State Colleges	13,851	+ 4.08%	13,694	+ 2.65%	- 1.1%
1972-73					
Universities	$ 16,236	+ 3.37%	$ 16,888	+ 6.69%	+ 4.0%
State Colleges	14,893	+ 7.52%	14,851	+ 8.45%	- 0.2%
1973-74					
Universities	$ 17,158	+ 5.68%	$ 17.682	+ 4.7%	+ 3.0%
State Colleges	15,981	+ 7.31%	15,773	+ 6.2%	- 1.3%

NOTE: The above averages are not the actual averages for Washington institutions. Washington salaries have been between five and fourteen percent lower than the seven state group in the years under review.

Sources: American Association of University Professors: Bulletins, 1971,1972,1973 and 1974. Seven State Salary Studies, 1970-71,1971-72, 1972-73 and 1973-74; Office of Interinstitutional Business Studies, and Office of State College and University Business Affairs.